

Comparisons of Job Characteristics

Focus Occupation: Social and Community Service Managers (11-9151)
Associated Occupation: Education Administrators, Preschool and Childcare Center/Program (11-9031)

Compare Knowledge
 Compare Skills
 Compare Abilities
 Compare Detailed Work Activities
 Compare Tools and Technologies

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge	Similarity of Focus Occupation to Associated Occupation: 91			
Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Education and Training	9.2	18.6	14.4	<< Extensive education and/or training may be required
Customer and Personal Service	11.3	17.8	20.5	> Current knowledge level is likely sufficient
Administration and Management	8.4	16.2	16.4	0 Current knowledge level may be sufficient
English Language	11.2	14.1	16.4	> Current knowledge level is likely sufficient
Personnel and Human Resources	5.6	13.3	13.2	0 Current knowledge level may be sufficient
Psychology	6.4	13.0	17.1	>> Current knowledge level is likely more than sufficient
Clerical	7.3	12.9	12.2	0 Current knowledge level may be sufficient
Therapy and Counseling	3.8	9.1	16.2	>> Current knowledge level is likely more than sufficient
Philosophy and Theology	3.2	9.0	8.7	0 Current knowledge level may be sufficient
Sociology and Anthropology	4.1	8.7	11.9	>> Current knowledge level is likely more than sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills	Similarity of Focus Occupation to Associated Occupation: 94			
Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Focus Occupation: Social and Community Service Managers (11-9151) Associated Occupation: Education Administrators, Preschool and Childcare Center/Program (11-9031)				

Monitoring	9.9	13.6	14.4	0	Current skill level may be sufficient
Time Management	8.9	12.9	15.0	>	Skill level is likely sufficient
Coordination	9.1	12.6	14.5	>	Skill level is likely sufficient
Management of Personnel Resources	6.9	12.3	14.8	>	Skill level is likely sufficient
Social Perceptiveness	9.1	12.3	15.4	>	Skill level is likely sufficient
Learning Strategies	7.2	11.4	12.2	0	Current skill level may be sufficient
Negotiation	6.8	11.2	10.6	0	Current skill level may be sufficient
Service Orientation	7.9	11.2	13.5	>	Skill level is likely sufficient
Systems Evaluation	6.4	9.8	12.8	>>	Skill level is likely more than sufficient
Management of Material Resources	3.7	8.1	8.8	0	Current skill level may be sufficient
Management of Financial Resources	3.3	6.9	11.3	>>	Skill level is likely more than sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities	Similarity of Focus Occupation to Associated Occupation: 97									
Focus Occupation: Social and Community Service Managers (11-9151)										
Associated Occupation: Education Administrators, Preschool and Childcare Center/Program (11-9031)										
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation						
Oral Expression	12.4	15.0	16.2	0	Current ability level may be sufficient					
Written Comprehension	11.0	14.8	14.5	0	Current ability level may be sufficient					
Written Expression	9.8	14.4	13.6	0	Current ability level may be sufficient					
Fluency of Ideas	7.6	9.4	12.2	>>	Current ability level is likely more than sufficient					
Memorization	5.6	8.2	6.8	<	Some improvement in abilities may be required					
Speed of Closure	5.9	7.3	6.6	<	Some improvement in abilities may be required					

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common	Similarity of Focus Occupation to Associated Occupation: 77
Focus Occupation: Social and Community Service Managers (11-9151)	
Associated Occupation: Education Administrators, Preschool and Childcare Center/Program (11-9031)	
Work Activities	Exclusivity of Activity
Assign work to staff or employees	30
Conduct or attend staff meetings	47
Conduct training for personnel	30
Develop budgets	56

Develop policies, procedures, methods, or standards	21
Direct and coordinate activities of workers or staff	3
Evaluate information from employment interviews	72
Evaluate performance of employees or contract personnel	54
Hire, discharge, transfer, or promote workers	47
Interview job applicants	69
Make presentations	13
Orient new employees	59
Oversee execution of organizational or program policies	49
Use public speaking techniques	13

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

**Similarity of Focus
Occupation to Associated Occupation:** 87

Focus Occupation: Social and Community Service Managers (11-9151)
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Tools and Technologies	Exclusivity
Business function specific software	1
Computers	1
Content authoring and editing software	1
Data management and query software	1
Finance accounting and enterprise resource planning ERP software	2
Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.